

Approved as to Form and Legality

Date Adopted

Committee

December 16, 2009

Administrative

## RESOLUTION INSTITUTING A HIRING & PROMOTION FREEZE FOR THE COUNTY OF SALEM

WHEREAS, the Board of Chosen Freeholders are working on developing the 2010 budget for the County of Salem; and

WHEREAS, the County of Salem employees are dedicated and hard working individuals; and

WHEREAS, the State of New Jersey has the highest property taxes per capita in the nation; and

WHEREAS, the State of New Jersey is suffering from the effects of a recession; and

WHEREAS, the State of New Jersey has imposed a cap levy on increases to County and Municipal budgets; and

WHEREAS, the tax payers of the County of Salem demand fiscal responsibility and a reduction in their tax burden by County government; and

WHEREAS, not every new hire in 2009/2010 would be absolutely critical to the operation of County government.

NOW, THEREFORE BE IT RESOLVED that the County hereby establishes a hiring and promotion freeze for all County of Salem budgeted regular full-time, part-time and extra help positions that are currently vacant or become vacant until the adoption of the 2010 budget. The authority previously delegated to elected officials and department heads to fill vacancies is hereby rescinded, and positions that become vacant during the period of the freeze shall not be filled except as provided in this resolution.

BE IT FURTHER RESOLVED, that this hiring freeze does not apply to the staff of Constitutional Officers but they are strongly encouraged to voluntarily comply,

BE IT FURTHER RESOLVED, that the Administration Committee of the Board of Chosen Freeholders, in consultation with the County Administrator, Director of Human Resources, and Chief Financial Officer, shall be authorized to review and approve waivers to the hiring and promotion freeze requested by elected officials and department heads in accordance with the following guidelines until the adoption of 2010 budget:

- 1. The vacant position and/or promotion is supported in its entirety through federal/state grants and the filling of the position vacancy is critical to fulfilling grant or contract requirements;
- 2. The elected official or department head certifies the vacant position and/or promotion as critical, has absorbed the costs associated with the prior incumbent's departure, and has another, identified vacant position that will be left unfilled or the office/department has made other, identified cuts to achieve equivalent salary savings.
- 3. The vacant position and/or promotion is funded through a new revenue source or where the vacant position is supported through a fee-based enterprise system.
- 4. The vacant position and/or promotion is required by federal/state laws and/or regulations.
- 5. The filling of the vacant position and/or promotion is necessary to protect the health or safety of the County of Salem and its citizens.

- 6. The filling of the vacant position and/or promotion is required under the collective bargaining agreement(s) negotiated between the County and it's employees
- 7. The vacant position and/or promotion will produce revenue in excess of the cost of filling the position.

This Resolution shall take effect upon adoption and shall remain in effect until the adoption of the 2010 budget.

LEE'R. WARE, Director Board of Chosen Freeholders

I hereby certify the foregoing to be a true resolution adopted by the Board of Chosen Freeholders of the County of Salem at its regular meeting held on Wednesday, December 16, 2009.

EARL R. GAGE

Clerk of the Board

DECODD OF VOTE

|               |          |     |      |                 | RE   | CORD C | F VUIE          |     |       |          |          |     |      |
|---------------|----------|-----|------|-----------------|------|--------|-----------------|-----|-------|----------|----------|-----|------|
| FREEHOLDER    | AYE      | NAY | N.V. | ABSENT          | RES. | SEC.   | FREEHOLDER      | AYE | NAY   | N.V      | ABSENT   | RES | SEC. |
| B. Timberman  | l X      |     |      |                 | X    |        | J. Acton        | X   |       |          |          |     |      |
| D. Lindenmuth | X        |     |      |                 |      | X      | D. Cross        | メ   |       |          |          |     |      |
| B. Bobbitt    | ×        |     |      |                 |      |        | L. Ware         | ×   |       |          |          |     |      |
| J. Hogan      | メ        |     |      |                 |      |        |                 |     |       |          |          |     |      |
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X – Indicates Vote

N.V. – Not Voting

Res. - Resolution Moved

Sec. - Resolution Seconded